

Youth Manifesto: A Toolkit to Combat Discrimination

From Bias to
Belonging

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Purpose of this Toolkit

This toolkit was created by young people, for young people. It is not an academic paper or a policy document. It is a practical guide based on real experiences, real conversations, and real learning.

The content comes directly from the "From Bias to Belonging" youth exchange held in Larnaca, Cyprus, in April 2026. Participants from Cyprus, Italy, Romania, and Lithuania came together to learn about multiculturalism, human rights, and inclusion. They shared their own stories of discrimination and exclusion. They tested tools like the Peacemaker Protocol and the 5Ds of bystander intervention. They visited churches and mosques. They interviewed locals. They cooked together, danced together, and built friendships across cultures.

This toolkit is a collection of everything they learned.

The goal is simple. We want to help young people recognize discrimination when they see it. We want to give them practical tools to respond - not as passive bystanders, but as active upstanders. And we want to inspire them to build communities where everyone feels they belong, no matter where they come from, what they believe, or who they are.

This toolkit is for you. Use it in your school, youth group, workplace, or neighborhood.

Share it with your friends. Adapt it to your own context. And remember - small actions can create big changes when we take them together.



Different Voices, One Team



Core Principles and Values

These are the values that guide an inclusive society.

- Respect

Listen to others even when you disagree. Do not interrupt. Do not mock. Treat everyone with dignity.

- Empathy

Try to understand how others feel. Walk in their shoes. Ask questions instead of making assumptions.

- Equity

Fairness does not mean treating everyone the same. Give more support to those who need it so everyone can participate equally.

- Solidarity

Stand with people who face discrimination. Do not stay silent. Show up and support.





Common Types of Discrimination

- **Racism**

Treating someone unfairly because of their skin color or ethnic background

- **Xenophobia**

Fear or hatred of people from other countries

- **Religious discrimination**

Treating someone unfairly because of their religion or beliefs

- **Gender discrimination**

Treating someone unfairly because of their gender

- **LGBTQ+ discrimination**

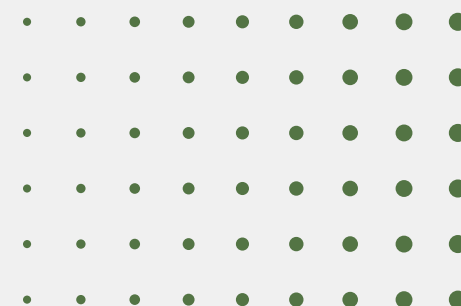
Treating someone unfairly because of their sexual orientation or gender identity

- **Disability discrimination**

Excluding people with physical or mental disabilities

- **Age discrimination**

Treating someone unfairly because they are too young or too old



Barriers to Inclusion

- Language barriers
- Lack of accessible spaces for people with disabilities
- Stereotypes and prejudice
- Fear of the unknown
- Lack of representation in media and leadership
- Economic barriers (cost of participation)
- Cultural norms that exclude outsiders



How to Respond to Discrimination – The 5Ds



When you see discrimination happening, you can use one of these five strategies.

Direct

Call out the behavior clearly and calmly. Say "That is not okay" or "Please stop."

Distract

Interrupt the situation without directly confronting the person. Ask a question like "Do you know what time it is?" or "Can you help me find something?"

Delegate

Find someone who can help. This could be a teacher, a manager, a team leader, or the police.

Delay

If you cannot act at the moment, check on the person who was targeted afterward. Ask "Are you okay?" or "Do you need support?"

Document

Record what is happening if it is safe to do so. Save screenshots of online hate speech. Share the evidence with someone who can take action.

Practical Strategies for Inclusion



In universities and schools

- Create safe spaces where students can report discrimination anonymously
- Include diverse perspectives in the curriculum
- Train teachers to recognize and respond to hate speech

Online

- Do not share hateful content
- Report discrimination to platform moderators
- Share positive stories about diversity and inclusion
- Think before you post



In public spaces

- Design buildings and parks that are accessible to people with disabilities
- Use multiple languages on signs
- Include prayer rooms and quiet spaces

Within communities

- Organise intercultural events and cultural nights
- Invite neighbours from different backgrounds to share food and traditions
- Speak up when you hear stereotypes or jokes that hurt others



The Peacemaker Protocol for Conflict Resolution

Stop and breathe

Do not react immediately

Listen

Let each person speak without interrupting

Acknowledge feelings

Say "I understand you are upset."

Find common ground

Agree on what the problem is

Brainstorm solutions together

Let everyone suggest ideas

Agree on one solution

Make sure everyone accepts it.

Follow up

Check later to see if the solution worked





Our Commitment

We, the participants of "From Bias to Belonging", commit to:

Building bridges, not walls

Speaking up against discrimination

Celebrating diversity as a strength

Continuing to learn and grow



A Letter to the Reader

Dear young person,

You are holding this toolkit for a reason. Maybe you have experienced discrimination yourself. Maybe you have seen it happen to someone else. Maybe you just want to make your community a better place.

Whatever brought you here, know this: you are not alone.

The young people who created this toolkit come from different countries, different religions, and different backgrounds. Some of them have faced racism. Some have been excluded because of where they were born or what they believe. Some have struggled to find a place where they truly belong.

But they all share one belief. Change is possible.

It starts small. A conversation with a friend. A post on social media that challenges a stereotype. A moment where you choose to speak up instead of walking away. A decision to listen to someone whose story is different from yours.

These small actions add up. They create ripples. They show others that they are not alone either.

This toolkit is not the end. It is a beginning. Take what you have learned here and share it. Teach someone the 5Ds.

Lead a workshop. Start a cultural night in your school. Write your own manifesto.

And remember the words we lived by during our week in Cyprus.

Build bridges, not walls.

Stay curious. Stay kind. Stay brave.

With solidarity,

The participants of "From Bias to Belonging."

Cyprus, Italy, Romania, Lithuania

April 2026

Thank You

Thank you for reading this toolkit. We hope it inspires you to take action in your own community.

This toolkit was created as part of the "From Bias to Belonging" youth exchange, funded by the Erasmus+ Program of the European Union.

Contact

If you have questions, feedback or would like to share how you used this toolkit, please reach out to us.

Partners

Asociacija Žinių lašaminai (Lithuania)
ACT (Romania)
Global Echo Roma (Italy)